



The Fort Leonard Wood Equal Opportunity Program News

Celebrate Women's Equality Day!

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Civilian EEO information



Dear Ms. Millie, I'm a Hispanic female employee here, and on several occasions I've heard male co-workers making disparaging and offensive comments about Hispanic women and women in general. This really bothers me. Can something be done about this? I want to be in a work environment free of racial and sexual harassment. Sincerely, Free Me Please

Dear Free Me Please,

Yes, you can do something about this. Co-worker harassment in the workplace constitutes an actionable form of discrimination under Title VII. The harassment of an employee that would not occur but for the employee's race, color, sex, national origin, age, disability, religion, or prior EEO activity is unlawful if it is sufficiently severe or pervasive. An employee is subjected to harassment if he or she experiences unwelcome conduct that is sufficiently severe or pervasive to create a hostile or abusive work environment.

To establish a viable claim of harassment, a complainant must show that: (1) he/she belongs to a statutorily protected class; (2) he/she was subjected to unwelcome verbal or physical conduct involving the protected class; (3) the harassment complained of was based on the statutorily protected class; (4) the harassment had the purpose or effect of unreasonably interfering with his/her work performance and/or creating an intimidating, hostile, or offensive work environment; and (5) there is a basis for imputing liability to the employer. *Ornelas v. Department of Justice*, EEOC Appeal No. 01995301 (2002). **An aggrieved employee is one who has actually suffered a**

Military EO information

Greetings to our Fort Leonard Wood Family!

Hello! I am Master Sergeant Greg Jenkins, Senior MANSCEN Equal Opportunity Advisor, and the latest edition to the MANSCEN EO Office.

My family and I are happy to be making our already outstanding Equal Opportunity program even better. The MANSCEN EO Office, located in building 315, is home to both our Equal Employment Opportunity and Equal Opportunity Programs. We are here to assist and advise commanders in all Equal Opportunity matters and provide an avenue of education, redress and advice to every member of our Fort Leonard family on all Equal Opportunity matters. We are actively engaged in fostering an Equal Opportunity climate that will promote and support our "World-Class Fort Leonard Wood Family." Thank you for your time and attention.



enkins - "World-Class in all we do"

Women's Equality Day marks the anniversary of women's enfranchisement and a pivotal victory for women's rights. Our Nation recognized a woman's right to vote with the passage of the 19th Amendment in 1920, but the roots of the women's rights movement go back to the 1840s. At the 1840 World's Anti-Slavery Convention in London, Elizabeth Cady Stanton and Lucretia Mott, along with the other women there, expected to join in the anti-slavery proceedings, but male delegates refused to allow them to participate. This rebuff of Mott and Stanton began a

Come celebrate the efforts and achievements of all women during Women's Equality Day, 22 Aug at Baker Theater from 1130 to 1300. See you there!